Less than one-third (30%) of Cochise County's residents were born in Arizona. The location of Fort Huachuca, a worldwide communications center and electronics proving grounds for the Army, can answer for many of the transplants. Not surprisingly, the state's second-largest veteran population lives in this county.

Cochise County is one of only three Arizona counties that does not have Indian reservation land within its borders. While most of its residents live in urban communities, its rural sector is growing the fastest of any county's except Yavapai. Every rural community represented in the census grew since 1970 except for Bisbee. While Bisbee lost its mining prominence, it is trying to attract new businesses and artisans to the area. Workers travel an average of 15.5 minutes to get to their jobs.

Coconino County is the largest county in the state in square miles, which largely explains why its residents have so much elbowroom. There are only 4 persons per square mile, the smallest density of any Arizona county. But all that space doesn't mean it's primarily a rural county. Sixty percent of its residents live in an urban community and workers travel less time to get to their job than in 10 other counties, 15.1 minutes.

Only about half of (52%) of its residents were born in Arizona, reflecting its large attraction to Arizona newcomers. About one fifth of its residents lived in another state just five years earlier, and half of these newcomers came from a western state.

The 1980 census saw Gila County regain the population loss it had experienced since 1930. The county's population dropped 30 percent between 1930 and 1940 because of the shutdown of many mining properties during the post-war depression. It has taken 40 years for the county's population to recover the loss and reach a new high at 37,080.

Fifty-six percent of the county's residents were born in Arizona and it has the fourth greatest veteran population in Arizona's counties. It is a more rural county than most, with only 54 percent of its population living in an urban community. Workers have a mean travel time of 16.3 minutes to their place of work.

Graham County is the third-smallest county in terms of both population and square miles. It is also the third most rural county in the state with only 45.4 percent of its residents living in an urban community. It has the second to the lowest median family income of any Arizona county.

Sixty percent of the county's residents were born in Arizona and 70 percent has been living in Graham County since 1975, 42 percent of which still lived in the same house in 1980 as they did in 1975. Workers travel 17.5 minutes to get to their job, the sixth longest travel time for an Arizona county.

Greenlee is a county of extremes. It has the smallest population size and the smallest population growth, yet it has the highest median family income and the greatest percent of married persons in any Arizona county.

Its population is fairly young in median years of age, and 64 percent was born in Arizona. Over three-fourths (79%) of its 1980 residents lived in Greenlee County in 1975. About 60 percent of the newcomers to the county lived in another Arizona county before moving there rather than relocating from another state. Workers average 15.8 minutes travel time to get to their jobs.

Maricopa County has the largest county population, the largest urbanized population, the most people per square mile, and the longest travel time for its workers, 21.7 minutes.

But it is not #1 in everything. It ranks second in median family income and sixth in its veteran population to the whole. Only 29 percent of its residents were born in Arizona. Seventy percent of its 1980 population lived in Maricopa County in 1975, but only 40 percent of these residents were still living in the same house. The majority

1980 Census Estimates for Selected Factors

	Population	People per square mile	Percent of population that's urban*	Median Age in years		Median Family Income
				Male	Female	
State	2,718,215	23.9	83.8%	28.3	30.1	$19,019
Apache	52,108	4.6	23.8	19.8	21.4	11,872
Cochise	85,686	13.8	61.4	28.0	29.7	15,484
Coconino	75,008	4.0	62.0	23.4	23.3	18,156
Gila	37,080	7.8	53.8	30.4	31.6	16,207
Graham	22,862	4.9	45.4	26.2	25.8	14,871
Greenlee	11,406	6.2	61.2	25.9	25.6	22,661
Maricopa	1,509,052	165.3	95.3	28.7	30.8	20,480
Mohave	55,865	4.2	63.6	36.4	37.9	15,834
Navajo	67,629	6.8	36.8	21.8	23.2	15,469
Pima	531,443	57.8	88.2	28.6	30.5	19,000
Pinal	90,918	17.0	59.5	27.6	28.7	16,300
Santa Cruz	20,459	16.5	76.7	25.6	28.4	16,155
Yavapai	68,145	8.4	45.6	37.5	40.8	15,344
Yuma	90,554	9.1	69.1	27.2	28.7	15,022

*Urban population is that living in a place of 2,500 or more.

of newcomers to the county relocated from a northcentral state.

The fastest-growing county in the state is Mohave, and it has plenty of room to grow since it has the second lowest density of people per square mile. It hasthe largest percentage of veterans in its population compared to the other counties. Even though it is the second-largest county in terms of square miles, workers average only 14.6 minutes traveling to their jobs, the second shortest travel time for the state's counties.

The majority of the population growth has occurred in the Lake Havasu City area, a place not even large enough to survey in 1970. Lake Havasu City was founded largely to relocate the McCulloch chain-saw plant from Los Angeles. Most of the California work force moved with the plant. Therefore, it is not surprising that 84.4 percent of Mohave County's residents were born in a state other than Arizona. Only a little more than half (53%) of the 1980 residents lived in the county in 1975 and only a third of these residents lived in the same house. About 55 percent of those who relocated to Mohave County since 1975, did so from a western state.

Navajo County follows closely on Apache County's heels in many respects. It has the lowest median age of any county, except Apache. It has the largest Native American population (47.5) of any county, except Apache. And it has the greatest percentage of residents born in Arizona (70%), except for Apache County.

About 60 percent of those persons five years old and over, lived in the same house in 1980 as they did in 1975. Only 36.8 percent of the residents lived in urbanized areas of the county, and workers traveled an average of 18.8 minutes to get to their job.

Just as Navajo County patterns Apache County, so also does Pima County mirror Maricopa. Pima County has the second greatest population and has the second greatest number of people per square mile in Arizona, topped only by Maricopa County. The median age and family income are relatively the same for the two counties.

Pima has slightly more native residents than Maricopa, but the margin is close, 30.8 percent of Pima compared to 29 percent. It also has a slight edge on its veteran population, 19 compared to 18.7 percent.

(continued on pg. 4)

Even travel time for workers is about the same, 21.1 minutes in Pima and 21.7 in Maricopa. Both counties had 70 percent of its population living in the same respective county for the five years prior to the census, and each county's residents were about as likely to move, with about 40 percent living in the same house in 1980 as they did in 1975.

Pinal County is trailing behind the two metropolitan counties at a modest distance. While Pinal has not near the population size or density, it ranks third in both respects for the state. It is not as urbanized as some of the counties, with about 40 percent living in rural communities.

About 45.5 percent of its residents were born in Arizona and half of its population five years old and over lived in the same house in 1980 as they did in 1975. Workers in 1980 traveled 19 minutes to get to their job.

While Santa Cruz County has a much smaller population than in Pinal, it has about as many people per square mile and is the third most urbanized county in the state. Average travel time for its workers in 1980 was the shortest for the state, only 14 minutes.

The percentage of Hispanics in the county's population is the largest of any county, 74.4 percent, as is the percentage of foreign-born residents. While only 40 percent of its population was born in Arizona, 78 percent had been living in the county for five years prior to the census. It has the second lowest veteran population for Arizona counties, with Apache County having the lowest.

Yavapai County's demographics reflect its retirement community. It has the highest median age level and the greatest percent of its population widowed. Only 30 percent of its population was born in Arizona, and only 39 percent had lived in the same house five years prior to the census.

Its veteran population is the third largest for any county in the state, again reflecting the older, retirement community. Those who worked traveled 15.5 minutes to get to their jobs. More than half of the residents (54.4%) live in a rural area or community.

Last, but not least, comes Yuma County. While this county has the fourth-largest population, it has the third-lowest median family income. Only 30 percent of its residents in 1980 were natives born in Arizona and 15.5 percent were foreign born. While they may not have been born in the county, two-thirds had lived there between 1975 and 1980, 44 percent in the same house. Workers had the third-shortest travel time by county - 15 minutes.

- - - Margaret Coulter

ARIZONA PERSONAL INCOME
1982 and Beyond

In analyzing and evaluating the performance of an economy, it is important to look at more than one measure. Nationally, such variables as industrial production, employment/unemployment, personal income, gross national product, balance of payments and a myriad of other statistics are available. But locally, the data sources are not quite as abundant. Because we are responsible for estimating and analyzing the employment/unemployment situation, that is usually the vehicle we use for analyzing the economy. But it is also important to look at other variables such as personal income.

The level of personal income can be influenced by many things but the level of employment and the rate of wage increase (inflation) are two important components. In general, as increases in costs are translated into increased wages, total personal income rises. Also, as more people obtain employment, total personal income rises. These income increases have a significant impact on both retail sales and income taxes, among other variables. Thus, changes in personal income have an important impact on retail businesses because they affect their sales. Also, since the income of many local

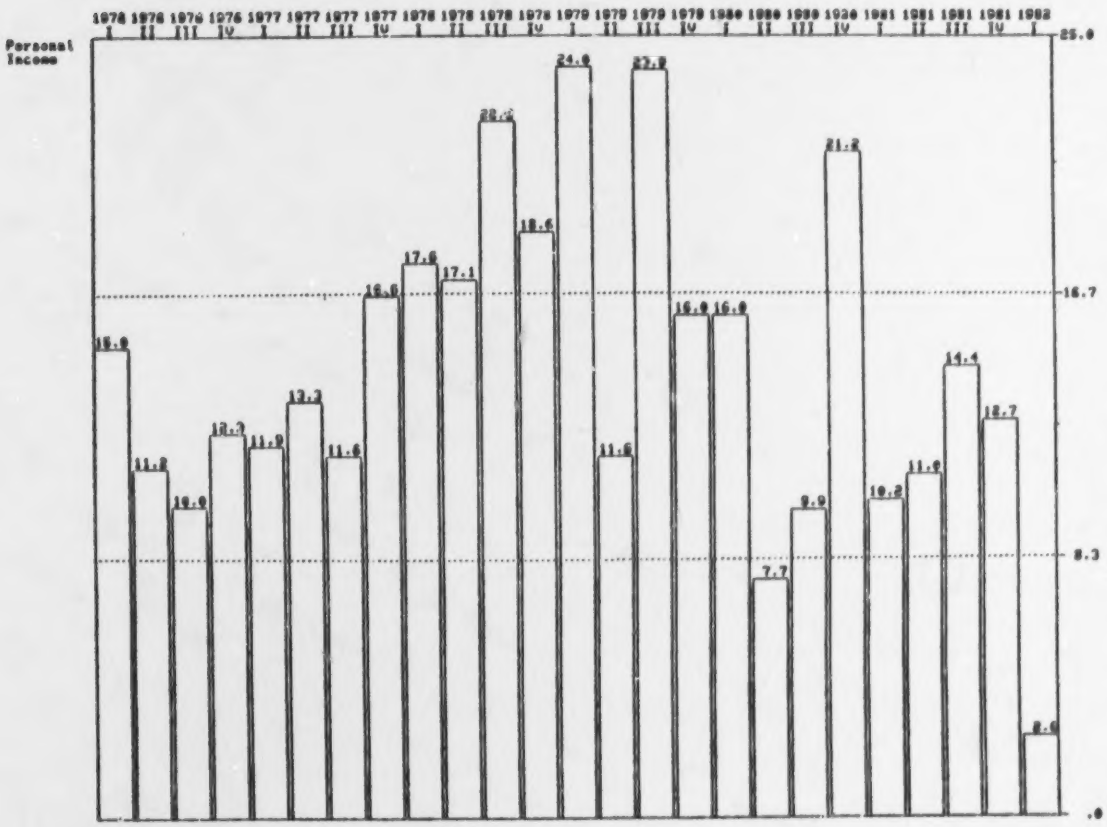
governments comes importantly from sales tax collections and personal income taxes, the level of personal income is important.

As the following graph shows, personal income growth tends to be rather erratic, but nearly always positive. In fact, only during the first quarter of 1975 did personal income drop. This of course was due to the recession which dropped employment nearly 12 percent and forced many people to work less than a full workweek. Since the first quarter of 1977, the annualized change in personal income has equaled or surpassed 10 percent in all but five quarters. This particularly rapid increase in personal income during most of the 1970s and early 1980s is in stark contrast to the current situation in which personal income is only up 1.2 percent in the first quarter and 5.8 percent in the second quarter of 1982.

The significant slowing in personal income that has occurred is added confirmation of the slowdown that Arizona's economy is experiencing. In particular, the mining and construction industries have been hardest hit, while the manufacturing industry is being hurt to a lesser extent. Not only is employment down, but so is the average workweek. In September 1982, the average workweek in manufacturing was 38.2 hours. This compares to 39.1 hours in 1981 and 40.1 hours in 1980. The drop in hours worked coupled with the relatively high wages paid in these industries and the number of people that they employ have all combined to reduce personal income.

In addition, the slowing of the rate of inflation has also added to the slowing of personal income growth. Nationally, between August 1979 and August 1981, the consumer

(continued on pg. 6)



price index rose an average of 11.8 percent annually. But from August 1981 to August 1982, the equivalent figure is 5.9 percent. In Arizona, the situation is very similar. During 1980 and 1981, the inflation rate during the third quarter averaged 13.9 and 10.9 percent respectively. But during the third quarter of 1982, inflation had fallen to 5.4 percent. With home ownership, energy, and food costs being reduced significantly, the rate of inflation is unmistakably down. This has thus been translated into lower wage adjustments for inflation. In fact, compensation per hour, which averaged 10.3 percent in 1980 has dropped to an estimated 7.2 percent in 1982 and a forecasted rate of 6.8 percent in 1983. This is due in large part to a reduction in inflation.

So with this situation behind us, what is the outlook for the future? The level of retail sales can be expected to grow more slowly as unemployment and reduced workweeks cut into disposable income. And with inflation nearly half of its level of only a few years ago, retail sales levels will be slowed. The incomes of state and local government units will also feel the pinch, not only of reduced federal monies, but also of falling revenue sources, as personal income tax receipts react to slower income growth and retail sales tax collections also fall. This will probably have the greatest impact on the nonmetropolitan areas of Arizona.

For those individuals who need more detailed or comparative personal income data, that information can be made available upon request. We have much of the historical data available too.

- - - Dan Anderson

EXECUTIVES TRANSFERRED OUT OF PHOENIX NEED A RAISE

Transfers from Phoenix to every other survey city studied by the Association for International Research, Inc. (AIRINC) require a higher before-tax income for an executive in order to compensate for higher costs. AIRINC, of Cambridge, Massachusetts, has been studying household expenditure patterns in 24 U.S. and Canadian cities in two income categories for several years. Their 1981 study, which is the most current available, indicates that living costs in Phoenix remain about 11 percent below the national average, and that Phoenix ranked the lowest in the $35,000 level.

Housing costs in Phoenix are about 21 to 28 percent below average, which are among the lowest of any survey city. Transportation

Percent Increase of Executive Budgets in Phoenix, between October 1980-1981

	$35,000 Budget	$70,000 Budget
Housing	14.3%	15.0%
Food	8.4	8.3
Clothing	3.0	3.1
Household Operations	7.1	7.5
Transportation	12.2	12.1
Discretionary Expenditures	8.5	7.8
COST OF LIVING	9.7%	9.6%

Comparison of Executive Living Costs between Phoenix and Other Metropolitan Areas, 1981

Metropolitan Area	Before Tax Income	Percent Difference From Phoenix	Before Tax Income	Percent Difference From Phoenix
PHOENIX	$35,000	- %	$70,000	- %
Albuquerque	35,600	+ 2	72,600	+ 4
Atlanta	36,800	+ 5	76,700	+10
Boston	44,200	+26	89,600	+28
Chicago	41,100	+17	82,000	+17
Cleveland	39,700	+13	79,200	+13
Dallas	38,100	+ 9	77,700	+11
Denver	38,100	+ 9	74,400	+ 6
Detroit	39,900	+14	79,600	+14
Houston	38,200	+ 9	77,000	+10
Los Angeles	43,900	+25	92,400	+32
Miami	37,200	+ 6	75,700	+ 8
Milwaukee	40,300	+15	81,200	+16
Minneapolis	41,800	+19	82,600	+18
New Orleans	37,200	+ 6	74,300	+ 6
New York	46,700	+33	96,500	+38
Philadelphia	39,400	+13	79,500	+14
Pittsburgh	38,500	+10	77,300	+10
Raleigh	37,100	+ 6	74,700	+ 7
St. Louis	36,100	+ 3	70,000	0
San Francisco	44,300	+27	93,600	+34
Seattle	36,600	+ 5	71,900	+ 3
Stamford	42,700	+22	86,300	+23
Toronto	40,400	+15	81,700	+17
Washington, D.C.	42,100	+20	87,200	+25

Note: This table shows the before tax income needed in cities for an equivalent standard of living that $35,000 anf $70,000 would provide in Phoenix.

Source: Associates for International Research, Inc., Executive Living Costs in the United States, October 1981, Copyright 1981. Written permission required for reproduction in any form.

costs are nearly 16 percent below average at the $35,000 income, the lowest among the group. Food costs are about 7 to 8 percent below average and Phoenix continues to be the least expensive city.

For the purpose of AIRINC's study, they defined the transferred executive's family budget as that needed for a husband, wife, and two children. For the Phoenix $35,000 budget, costs were estimated for an executive family living in the Arcadia section of Phoenix and in Tempe. For the $70,000 budget, Scottsdale and the Paradise Valley area were selected as representative communities. Prices were selected at Christown Shopping Center and the Metrocenter in Phoenix, Scottsdale Mall and Fashion Square in Scottsdale, and the Tri City Mall in Mesa. Additional prices for clothing and restaurant meals were selected in the downtown areas of Phoenix and Scottsdale.

- - - Margaret Coulter

	ARIZONA				
				-- Amt Change --	
	Oct.* 1982	Sep. 1982	Oct. 1981	Sep. to Oct.	1981 to 1982
TOTAL CIVILIAN LABOR FORCE	1325.8	1312.2	1278.3	+13.6	+47.5
Total Unemployment	131.5	129.0	78.1	+2.5	+53.4
Rate	9.9	9.8	6.1	---	---
Rate (Sea. Adj.)**	10.2	9.8	6.3	---	---
Total Employment	1194.3	1183.2	1200.2	+11.1	-5.9

THE ABOVE LABOR FORCE STATISTICS SHOULD

NONAGRICULTURAL WAGE AND SALARY EMPLOYMENT BY PLACE OF WORK

TOTAL WAGE AND SALARY	1033.0	1023.1	1050.2	+9.9	-17.2
Manufacturing	149.6	150.0	160.7	-0.4	-11.1
Durable Goods	116.4	117.2	125.4	-0.8	-9.0
Stone, Clay and Glass	4.7	4.8	5.5	-0.1	-0.8
Primary and Fabricated Metals	14.5	14.5	17.3	+0.0	-2.8
Primary Metals	7.2	7.2	9.3	+0.0	-2.1
Fabricated Metals	7.3	7.3	8.0	+0.0	-0.7
Machinery	60.6	61.5	63.3	-0.9	-2.7
Other Durable Goods	36.6	36.4	39.3	+0.2	-2.7
Aircraft and Missiles	16.5	16.7	18.0	-0.2	-1.5
Lumber and Wood Products (Except Furniture)	5.4	5.3	6.0	+0.1	-0.6
All Other Durable Goods	14.7	14.4	15.3	+0.3	-0.6
Nondurable Goods	33.2	32.8	35.3	+0.4	-2.1
Food and Kindred Products	8.8	8.7	9.4	+0.1	-0.6
Apparel	4.6	4.6	5.4	+0.0	-0.8
Printing and Publishing	11.6	11.4	11.3	+0.2	+0.3
All Other Nondurable Goods	8.2	8.1	9.2	+0.1	-1.0
Mining and Quarrying	15.3	15.1	25.1	+0.2	-9.8
Copper Mining	12.4	12.2	21.9	+0.2	-9.5
Other Mining and Quarrying	2.9	2.9	3.2	+0.0	-0.3
Construction	60.3	59.2	68.1	+1.1	-7.8
Trans., Communications, and Public Utilities	54.8	54.7	54.5	+0.1	+0.3
Transportation	22.7	22.6	23.7	+0.1	-1.0
Communications and Public Utilities	32.1	32.1	30.8	+0.0	+1.3
Trade	258.9	257.1	256.4	+1.8	+2.5
Wholesale Trade	52.7	51.9	52.5	+0.8	+0.2
Retail Trade	206.2	205.2	203.9	+1.0	+2.3
General Merchandise and Apparel	35.9	35.5	38.2	+0.4	-2.3
Food Stores	32.6	32.8	32.3	-0.2	+0.3
Automotive and Service Stations	24.5	24.5	24.6	+0.0	-0.1
Eating and Drinking Places	72.9	72.4	68.7	+0.5	+4.2
Other Retail Trade	40.3	40.0	40.1	+0.3	+0.2
Finance, Insurance, and Real Estate	61.7	61.7	62.3	+0.0	-0.6
Services and Miscellaneous	222.2	220.2	217.5	+2.0	+4.7
Hotels and Other Lodging Places	23.3	22.3	23.1	+1.0	+0.2
Business Services	38.5	38.5	38.2	+0.0	+0.3
Health Services	60.7	60.4	57.9	+0.3	+2.8
Other Services	99.7	99.0	98.3	+0.7	+1.4
Government	210.2	205.1	205.6	+5.1	+4.6
Federal	38.7	38.7	38.2	+0.0	+0.5
State and Local	171.5	166.4	167.4	+5.1	+4.1
School	105.5	99.8	101.7	+5.7	+3.8

* Preliminary
** Normal seasonal variations have been eliminated to reflect underlying economic trends.
NOTE--Data has been adjusted to the 1972 Standard Industrial Classifications (SIC).

MARICOPA COUNTY					PIMA COUNTY				
			— Amt Change —					— Amt Change —	
Oct.* 1982	Sep. 1982	Oct. 1981	Sep. to Oct.	1981 to 1982	Oct.* 1982	Sep. 1982	Oct. 1981	Sep. to Oct.	1981 to 1982
806.2	797.3	781.7	+8.9	+24.5	245.5	243.7	232.2	+1.8	+13.3
64.0	61.9	39.3	+2.1	+24.7	23.8	22.8	12.2	+1.0	+11.6
7.9	7.8	5.0	---	---	9.7	9.4	5.3	---	---
8.2	7.8	5.2	---	---	9.8	9.3	5.3	---	---
742.2	735.4	742.4	+6.8	-0.2	221.7	220.9	220.0	+0.8	+1.7

OT BE USED FOR REVENUE SHARING PURPOSES.

NONAGRICULTURAL WAGE AND SALARY EMPLOYMENT BY PLACE OF WORK

654.5	647.9	662.1	+6.6	-7.6	191.1	190.0	191.6	+1.1	-0.5
108.1	109.0	116.9	-0.9	-8.8	24.9	24.8	24.4	+0.1	+0.5
86.6	87.6	93.8	-1.0	-7.2	20.0	19.9	19.4	+0.1	+0.6
2.9	3.0	3.4	-0.1	-0.5					
9.8	9.8	11.0	+0.0	-1.2					
48.7	49.5	51.9	-0.8	-3.2					
25.2	25.3	27.5	-0.1	-2.3					
21.5	21.4	23.1	+0.1	-1.6	4.9	4.9	5.0	+0.0	-0.1
5.5	5.4	6.4	+0.1	-0.9					
2.3	2.4	2.8	-0.1	-0.5					
8.4	8.3	8.1	+0.1	+0.3					
5.3	5.3	5.8	+0.0	-0.5					
0.5	0.5	0.4	+0.0	+0.1	3.9	4.1	7.6	-0.2	-3.7
40.4	39.6	46.9	+0.8	-6.5	11.4	11.1	11.8	+0.3	-0.4
34.0	34.0	33.4	+0.0	+0.6	8.8	8.8	9.0	+0.0	-0.2
14.7	14.7	15.1	+0.0	-0.4	3.5	3.5	3.8	+0.0	-0.3
19.3	19.3	18.3	+0.0	+1.0	5.3	5.3	5.2	+0.0	+0.1
172.3	170.5	171.1	+1.8	+1.2	43.3	43.6	42.5	-0.3	+0.8
41.7	41.3	41.8	+0.4	-0.1	5.8	5.7	5.9	+0.1	-0.1
130.6	129.2	129.3	+1.4	+1.3	37.5	37.9	36.6	-0.4	+0.9
22.5	22.2	24.2	+0.3	-1.7	7.3	7.4	7.2	-0.1	+0.1
20.9	20.9	20.6	+0.0	+0.3	5.2	5.3	5.2	-0.1	+0.0
14.8	14.9	14.6	-0.1	+0.2	4.2	4.3	4.4	-0.1	-0.2
45.5	44.8	42.9	+0.7	+2.6	12.9	13.0	12.4	-0.1	+0.5
26.9	26.4	27.0	+0.5	-0.1	7.9	7.9	7.4	+0.0	+0.5
47.5	47.4	48.2	+0.1	-0.7	9.1	9.1	9.0	+0.0	+0.1
146.8	144.4	142.7	+2.4	+4.1	42.7	42.4	42.1	+0.3	+0.6
14.0	13.0	13.3	+1.0	+0.7	2.4	2.3	2.8	+0.1	-0.4
30.9	30.8	30.7	+0.1	+0.2	6.1	6.3	6.0	-0.2	+0.1
40.9	40.6	38.8	+0.3	+2.1	12.7	12.7	12.3	+0.0	+0.4
61.0	60.0	59.9	+1.0	+1.1	21.5	21.1	21.0	+0.4	+0.5
104.9	102.5	102.5	+2.4	+2.4	47.0	46.1	45.2	+0.9	+1.8

— Prepared by Labor Market Information, Research and Analysis (CPS-MOD, 1/82)

Nonmetropolitan Counties Labor Force and Employment — October 1982 (preliminary)

	Apache	Cochise	Coconino	Gila	Graham	Greenlee
TOTAL CIVILIAN LABOR FORCE*.	16,150	29,775	36,075	17,850	8,900	4,450
Total Unemployment	3,600	3,225	3,225	5,800	1,800	1,900
Rate	22.3%	10.8%	8.9%	32.5%	20.2%	42.7%
Rate (Seas. Adj.)**. . . .	23.4%	11.4%	10.0%	32.8%	20.2%	42.0%
Total Employment	12,550	26,550	32,850	12,050	7,100	2,550
THE ABOVE LABOR STATISTICS SHOULD NOT BE USED FOR REVENUE SHARING PURPOSES						
TOTAL WAGE AND SALARY . . .	13,225	22,025	31,450	9,925	4,525	2,525
Manufacturing	500	2,375	2,150	1,425	125	225
Mining and Quarrying	50	325	50	1,625	75	1,225
Construction	1,050	600	975	250	225	25
Trans., Comm., & Pub. Util..	1,725	1,575	2,175	325	150	75
Trade	1,050	4,000	7,775	1,850	1,425	250
Fin., Insur., & Real Estate.	125	500	750	225	125	50
Services and Miscellaneous .	3,625	2,350	7,350	1,725	650	125
Government	5,100	10,250	10,225	2,500	1,750	550

	Mohave	Navajo	Pinal	Santa Cruz	Yavapai	Yuma
TOTAL CIVILIAN LABOR FORCE*.	22,725	24,400	33,650	9,800	31,575	38,700
Total Unemployment	3,450	4,350	5,825	2,525	2,800	5,750
Rate	15.2%	17.8%	17.3%	25.8%	8.9%	14.9%
Rate (Seas. Adj.)**. . . .	15.5%	18.3%	17.3%	22.9%	9.2%	14.5%
Total Employment	19,275	20,050	27,825	7,275	28,775	32,950
THE ABOVE LABOR FORCE STATISTICS SHOULD NOT BE USED FOR REVENUE SHARING PURPOSES						
TOTAL WAGE AND SALARY . . .	15,025	15,900	23,925	7,325	17,675	24,050
Manufacturing	1,975	1,450	2,575	775	1,625	1,425
Mining and Quarrying	200	1,200	5,100	25	1,025	50
Construction	975	475	525	250	1,075	2,100
Trans., Comm., & Pub. Util..	875	1,675	1,025	500	875	1,050
Trade	4,600	3,275	3,725	3,075	4,425	7,900
Fin., Insur., & Real Estate.	675	325	525	250	725	825
Services and Miscellaneous .	2,725	3,300	2,050	975	3,400	4,400
Government	3,000	4,200	8,400	1,475	4,525	6,300

*Adjusted to the Current Population Survey (CPS) to reflect place of residence.
** Seasonal adjustment not applicable for revenue sharing purposes.

NOTE--Data have been adjusted to the 1972 Standard Industrial Classifications (SIC). Annual averages may not add due to rounding.

Arizona Labor Force and Employment for Revenue Sharing and Grant Applications

October 1982 (preliminary)

County	Civilian Labor Force	Employment	Unemployment	Rate
Statewide	1,353,829	1,211,455	142,374	10.5%
Apache	16,627	12,735	3,892	23.4
Cochise	30,420	26,922	3,498	11.5
Coconino	36,815	33,317	3,498	9.5
Gila	18,507	12,234	6,273	33.9
Graham	9,163	7,219	1,944	21.2
Greenlee	4,656	2,593	2,063	44.3
Maricopa	822,153	752,842	69,311	8.4
Mohave	23,286	19,554	3,732	16.0
Navajo	25,039	20,323	4,716	18.8
Pima	250,679	224,915	25,764	10.3
Pinal	34,528	28,209	6,319	18.3
Santa Cruz	10,123	7,381	2,742	27.1
Yavapai	32,220	29,178	3,042	9.4
Yuma	39,613	34,033	5,580	14.1

Data have been adjusted to the 1972 Standard Industrial Classification (SIC). These figures are the only official BLS labor statistics to be used for revenue sharing purposes. They are not designed to be used as economic indicators.

Estimated Hours and Earnings of Production Workers in Selected Industries in Arizona

INDUSTRY	AVERAGE WEEKLY EARNINGS			AVERAGE WEEKLY HOURS			AVG. HOURLY EARNINGS		
	OCT.* 1982	SEP. 1982	OCT. 1981	OCT.* 1982	SEP. 1982	OCT. 1981	OCT.* 1982	SEP. 1982	OCT. 1981
FOR THE STATE OF ARIZONA*									
Manufacturing	335.23	337.42	325.12	38.4	38.3	39.6	8.73	8.81	8.21
Aircraft & Missiles	452.76	423.07	444.14	41.5	39.8	41.9	10.91	10.63	10.60
Food & Kindred Products	314.65	334.46	280.87	40.6	41.6	42.3	7.75	8.04	6.64
Primary Metals	449.38	478.27	470.96	37.2	37.6	40.6	12.08	12.72	11.60
Machinery	302.78	291.27	266.82	37.8	36.5	37.9	8.01	7.98	7.04
Copper Mining	487.51	514.56	516.19	36.3	38.4	41.0	13.43	13.40	12.59
Construction	457.65	455.73	475.95	36.7	35.8	37.3	12.47	12.73	12.76
Utilities	445.84	445.84	435.31	42.1	42.1	43.1	10.59	10.59	10.10
Retail Trade**	200.41	212.78	201.94	32.8	34.1	33.6	6.11	6.24	6.01
Wholesale Trade	326.10	326.10	318.80	38.5	38.5	39.9	8.47	8.47	7.99

* Preliminary

** Excludes eating and drinking places.

NOTE--These estimates are based on a sample of full and part-time production and related employees whose payroll and hours are reported for the pay period which includes the 12th of the month. All data has been adjusted to the 1972 Standard Industrial Classifications (SIC).

--Prepared by Labor Market Information, Research and Analysis (1972 SIC, 1/82)

THE ARIZONA LABOR FORCE IN OCTOBER 1982

For the first time since April 1976, Arizona's unemployment rate rose to a double-digit level. October's unemployment rate is the highest it has been in over six years, and the number unemployed, 131,500, is the second largest ever recorded. A combination of employment losses and less than expected seasonal hiring helped to push the unemployment rate up significantly.

The greatest employment losses were in manufacturing where 400 jobs were lost. A drop of 900 jobs by machinery, principally electronics, manufacturers, and the loss of 200 jobs in the aerospace sector were offset by below seasonal employment increases in other areas. The dominant feature this month in manufacturing was the growing weakness of Maricopa County's high technology companies where 900 jobs were lost. Most of these businesses are being forced to reduce staffs and shorten workweeks as the anticipated recovery is delayed. Except for those manufacturers involved in defense procurement programs, the situation is deteriorating and can be expected to decline well into 1983. Even those companies involved in their seasonal cotton and citrus harvests are not hiring their usual number of workers.

Against the darkening backdrop of rising unemployment, Arizona's construction industry expanded employment by 1,100 jobs. This is the biggest employment jump that the industry has recorded since September 1980, and is a direct response to large declines in mortgage rates and increasing consumer interest in home ownership. The increase in construction employment was mostly confined to the Phoenix and Tucson metropolitan areas where building permits have been on the rise recently. It is yet too early to say that the industry has started a recovery, but the signs are positive. If consumers' confidence about their future is not shaken by employment losses, and if current building activity is translated into continuing sales, then the residential construction industry will be on the road to recovery.

Government, trade, and services combined to add 8,900 jobs in October as schools returned to full staffs, retail businesses expanded staffs for the coming holiday season, and winter tourists began to return to the Phoenix and Tucson metropolitan areas. Unfortunately, employment increases were only about 75 percent of expected seasonal levels, and again point to the general economic difficulties being experienced around the country. Employment will most likely not expand as much as usual this year in the retail trade and tourism areas as tight family budgets and consumer confidence cut into purchases.

Overall, copper mining was up 200 as Phelps-Dodge continued to recall miners in Greenlee County. But at the same time, 200 mining jobs were lost in Pima County, and the Douglas smelter in Cochise County was recently closed for a second time. In November's statistics, to be released next month, the combination of more copper miners returning to Greenlee County will be offset by employment losses at the Douglas smelter and at other mines around the state. The result will be only a small increase in mining employment.

As had been expected, Arizona's economic situation remains discouraging. Except for the employment gains in construction, job losses in manufacturing and less than seasonal employment increases in other areas make finding a job increasingly difficult. Declining interest rates and an improving national economy will be necessary before a sustained recovery can begin. But with the consumer not yet confident about the direction of the economy, we expect the unemployment rate to remain high for an extended period of time.

- - - Dan Anderson

JOB TRAINING PARTNERSHIP ACT REPLACES CETA

CETA is dead. Long live JTPA. The President signed the Job Training Partnership Act into law on October 13, 1982. The ghost of CETA will still be with us, however, until October 1, 1983. Fiscal year 1983 will be a transitional year during which provisions and regulations of CETA remain in effect until the new structures can be put into place.

A significant difference in the new authority is an enlarged role for state government and private industry. The governor now has authority to designate local service delivery areas, evaluate local training program plans, and draw up a plan for coordinating job training programs with other human services. He is to do this with the advice of a state training coordinating council made up of one-third business and industry spokespeople, one-fifth state legislators and agency representatives, one-fifth local government officials, and one-fifth public representatives including organized labor, local schools, and community-based organizations.

Private industry's role, besides predominating on the state training coordinating council, is enlarged through local private industry councils. PICS's, in cooperation with local elected officials, are charged with developing a job training plan, and determining service providers and program operation procedures. The majority of members and the chairperson must be from the private sector.

Another element of the law restores an ability to coordinate job training program operation with the state fiscal year. Beginning in 1985, training programs will be operated under a program year that begins on July 1 of the fiscal year for which funds are appropriated. The intent is to give planners and program operators at least nine months advance notice about the kind of funding they will have for the upcoming year. A side benefit is that the job training program year will once again coincide with the state fiscal year for which educational institutions make their plans. Formerly, under CETA, there was no distinction between the program year and the federal fiscal year that began October 1 and ended on September 30.

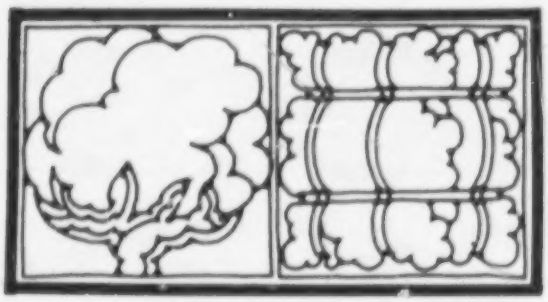
Although business is now given a greater role in planning job training programs, those to be served by the programs are still to be the economically disadvantaged. Eligibility for participation is primarily based on a criterion of income. Ninety percent of the trainees must come from economically disadvantaged groups such as welfare recipients. The remaining 10 percent may be those who experience other barriers to employment such as the handicapped and school dropouts.

The services job training act programs may provide include some support services as well as occupational skill training. For instance, job search assistance and counseling are permitted. Remedial programs in basic skills are also permitted, or even encouraged, for high school dropouts and other youth. The present administration, however, has expressed hope that on-the-job training becomes the dominant service provided.

These and other aspects of CETA's successor were outlined to the Arizona State Employment and Training Council on October 14, 1982 by Alton J. Washington, manpower policy program manager for the Governor's Office of Economic Planning and Development (OEPAD). Questions concerning provisions of the Job Training Partnership Act may be addressed to Mr. Washington or to his staff in the Manpower Policy Division of OEPAD, 4th Floor, Executive Tower, 1700 W. Washington, Phoenix, Arizona 85007, or telephone 255-5434.

- - - Ron Simon

Agriculture - For the first time in a decade, Texas lost its rating as the nation's top cotton producer, but Arizona failed to improve on its No. 4 position. Bad weather and poor yields will keep the Texas cotton production at 2.4 million bales, down from 5.6 million in 1981, according to the U.S. Agriculture Department. California, No. 2 in cotton production since 1974, will harvest 3 million bales, giving it first place. Mississippi will rank third with 1.7 million bales and Arizona fourth with 1.2 million bales.



Compared with last season, Arizona is expected to produce 8 percent more oranges, for a crop of 3.3 million boxes. Production of valencia oranges is expected to increase 9 percent to 2.35 million boxes, and navel and other oranges are expected to be up 6 percent over last season to 950,000 boxes. Grapefruit production is projected at 2.6 million boxes, up 6 percent, but tangerines are expected to be down 7 percent, at 700,000 boxes. Arizona's lemon crop is expected to produce 7.7 million boxes, up 22 percent from last season.

Construction - Anmar Construction, headquartered in Tempe, has begun construction on two buildings at Peppertree Ranch, the largest total community development in Tucson. Anmar is general contractor on a 3,055-square-foot office building for Sierra Pacific Airlines and a 10,000-square-foot building for Nortronics, a manufacturing and assembly plant for magnetic tape heads.

Foremost-McKesson Inc. is building a $10 million office and data processing facility at Via Linda and 91st Street in Scottsdale. The two-story facility will have approximately 107,000 square feet.

Construction will begin in early 1983 on several hundred apartments and a small shopping center northeast of 96th Avenue and Van Buren in Tolleson. The development will encompass a grocery, a drugstore and office building, apartments, a swimming pool, and tennis courts.

Park West Development has plans for $25 million office towers at Central Avenue and Camelback Road in Phoenix. The Thunderbird Bank will be the main lessee as well as co-owner of the complex.

Construction is underway on Estes Plaza, a $3 million garden office complex at 15647 N. 28th Ave., north of Greenway Road in Phoenix. The Estes Co. project will consist of two buildings on a 3.3 acre site. The project is expected to be completed by the end of December 1982.

Incorporation - A petition by Carefree residents to incorporate their community was approved unanimously in October by the Phoenix City Council. In order to incorporate a community with less than 5,000 population and within three miles of an incorporated community, approval must be received from the incorporated community, according to state law.

Layoffs/Shutdowns - Motorola Semiconductor Products Sector announced plans in early November to lay off 275 to 300 employees in Phoenix during the course of several weeks. In the same week, Honeywell Inc. announced a layoff of 425 workers at its Large Information Systems Division in Phoenix.

Phelps Dodge Corp. announced another complete shutdown of its Douglas copper smelter, saying it would lay off nearly all of the 310 employees currently working there. The shutdown was scheduled to take place somewhere between November 5 and 15, and the smelter will remain closed indefinitely.

Fifty-one employees were laid off in early November at ASARCO Inc.'s Hayden smelter while a new furnace is being constructed there in a $136 million project. The layoff, which will be for a year until the work is completed, is not connected with the slump in the copper market.

The J.C. Penney's store in Miami will close its doors January 8, 1983, ending 66 years of continuous service at the Sullivan Street location. Declining sales and economic realities were cited as the reasons for the closure. Thirteen employees will lose their jobs. The Globe store and catalog sales will continue operations.

Sun Publishing Co. of Tucson ceased operations November 1, leaving 23 full-time employees without jobs. The shutdown of Sun Publishing, a division of the Phoenix-based Sun World Corp., was announced after a meeting between Tucson company managers and corporate officials.

Manufacturing - Creamette Co. will build a macaroni and noodle plant at 495 S. 99th Ave. in Tolleson. The 50,000-square-foot building will have offices, grain silos and presses, and packaging, warehousing and shipping departments. It will adjoin the Peavey Co., which will supply it with flour.

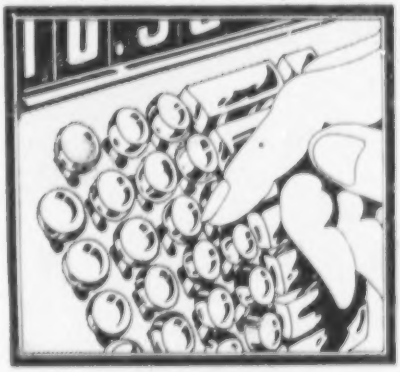
The Garrett Corp. recently announced that it has entered into an option agreement with the Estes Co. of Tucson to purchase an 86-acre parcel near Tucson for possible future expansion of its research and development in high technology and of related manufacturing operations.

A precision tool manufacturing plant will be located at Leupp, Arizona, and is expected to be in operation by the spring of 1983, providing 28 jobs. The plant will be operated and managed by Tooh Dineh Industries Inc. With the cooperation of the Western Navajo Agency and the Bureau of Indian Affairs, a former BIA boarding school will house the operation.

Services - The master plans have been completed for the $60 million Desert Highland Resort at 10040 E. Happy Valley Rd. in Scottsdale. The project includes resort units, single-family housing, golf course, tennis courts, club house and miscellaneous facilities.

The Doubletree Hotel at Randolph Park in Tucson has initiated a $3 million remodeling project scheduled to be completed in January 1983. Planned modifications include refurbishing all 300 guest rooms and meeting rooms, redesigning the hotel entrance, lobby expansion, modifications in both restaurants and the creation of a lobby bar.

Trade - Mervyn's, a division of Dayton Hudson Corp., has signed a lease to operate a department store in Santa Cruz Plaza, a 275,000-square-foot shopping center to be built on 25 acres at East Ajo Way and Interstate 19 in Tucson. Besides the 76,000-square-foot Mervyn's store, the center will include a 46,000-square-foot Fry's supermarket and another 153,000 square feet of retail shops. The plaza is expected to provide about 2,000 full- and part-time jobs.



A $2 million Zody's department store will be built at 1404 W. Southern Ave. in Mesa. Construction is expected to begin in early 1983.

Garcia's of Scottsdale Inc. has reached an agreement to acquire Pedro Verdes Restaurants Inc. of Boulder, Colorado. A privately-held company, Pedro Verdes operates three high quality Mexican restaurants in Boulder, Colo.; Rancho Mirage, a suburb of Palm Springs, Calif.; and Tempe. The purchase of Pedro Verdes will increase the number of full service Mexican restaurants owned and operated by Garcia's of Scottsdale Inc. from 12 to 15.

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Arizona Labor Market NEWSLETTER

Arizona Department of Economic Security

Vol VII No. 1
January 1983

Unemployment Rate
Seasonally Adjusted
November*

ARIZONA	10.3%
Maricopa Co.	8.3%
Pima Co.	10.0%
UNITED STATES	10.8%

Consumer Price Index

National-October
1967 - Base Year

Wage Earner/Clerical Worker -	293.6
% Chg. Yr. Ago	5.0
All Urban -	294.1
% Chg. Yr. Ago	5.1

Phoenix-3rd Qtr.
1977 - Base Year

All Urban -	170.6
% Chg. Yr. Ago	5.4

Producer Price Index
National-October*
1967 - Base Year

All Commodities-	299.9
% Chg. Yr. Ago	1.3
Finished Goods-	284.1
% Chg. Yr. Ago	3.6

* Preliminary

One Out of Three Arizonans are Natives

Two-thirds of Arizona residents in 1980 were born in another state or country, making it one of 11 states with 50 percent or more of its population born somewhere other than the state in which they reside.

Recent census figures indicate that, nationwide, 36 percent of Americans have moved to states different from the ones in which they were born. Mountain states have the highest percentage of residents born elsewhere, 56 percent, followed by Pacific states, 54 percent.

The extremes show Nevada with the highest percentage of transplants, with 79 percent of the population born elsewhere; while Pennsylvania had only 19 percent of its residents born in another state.

Since Mohave County is the home of the transplanted London Bridge, it is appropriate that it has the most transplanted residents of any Arizona county, with only 16 percent of its residents in 1980 native to the state. The other Arizona counties' native population is as follows: Apache (with the most native Arizonans) - 74 percent, Cochise - 30 percent, Coconino - 52 percent, Gila - 56 percent, Graham - 60 percent, Greenlee - 64 percent, Maricopa - 29 percent, Navajo - 70 percent, Pima - 31 percent, Pinal - 46 percent, Santa Cruz - 40 percent, Yavapai - 30 percent, and Yuma - 30 percent.

CHANGING MEDIAN FAMILY AND PER CAPITA INCOME

The first of the economic information from the 1980 census is becoming available for Arizona and it shows just how much the state has changed during the decade of the 1970s. In the last year or so, most of the census data has been related to demographic statistics. But over the next 18 months or so, the bredth and depth of economic statistics will grow as more publications and computer tapes become available. Some of the most recently released data covers personal income and its distribution.

As the following two tables clearly illustrate, both per capita and median family income have risen substantially. Overall, per capita income has risen more than family income as changing family structures, increases in secondary wage earners, and slower youth population growth all combine to have an impact on incomes in Arizona. While both per capita and median family income have doubled in nearly every county, the relative ranking position of each county has only changed marginally. This stability is most evident in the per capita income comparisons where two counties, Cochise and Pima, rose one place in the ranking while Mohave and Yuma counties dropped one place. For median family income, the level of stability is not as great.

Two important caveats must be kept in mind when analyzing this data. First, although this data comes from the 1970 and 1980 Census of Population, they reflect incomes earned in 1969 and 1979, respectively. Since the census is conducted in April, it is impossible to get complete annual income data for the current year. Second, this reflects only money income that comes from wages, cash transfer programs, interest, dividends, pensions, and other sources. It does not include the value of various in-kind transfer programs such as food stamps, public housing, public health care, and public education. These in-kind transfer programs are a significant addition to a consumer's purchasing power, particularly for the state's poorer population. Thus, the statistics in these two tables do tend to underestimate the level of consumption possible, notably in poorer areas.

Per Capita Income, 1970 **vs** 1980

	1970	1980	Percent Change
State	$2,945	$7,043	139.2
Apache	1,282	3,338	160.4
Cochise	2,563	5,738	123.9
Coconino	2,405	5,631	134.1
Gila	2,335	5,511	136.0
Graham	1,919	4,623	140.9
Greenlee	2,891	6,567	127.2
Maricopa	3,226	7,718	139.2
Mohave	3,073	6,673	117.1
Navajo	1,687	4,485	165.9
Pima	2,988	7,149	139.3
Pinal	2,222	5,326	139.7
Santa Cruz	2,324	5,447	134.4
Yavapai	2,604	6,450	147.7
Yuma	2,586	5,681	119.7

Median Family Income, 1970 vs 1980

	1970	1980	Percent Change
State	$9,187	$19,019	107.0
Apache	5,007	11,872	137.1
Cochise	8,333	15,484	85.8
Coconino	8,715	18,156	108.3
Gila	7,886	16,207	105.5
Graham	7,262	14,871	104.8
Greenlee	10,044	22,661	125.6
Maricopa	9,856	20,480	107.8
Mohave	9,241	15,834	71.3
Navajo	6,849	15,469	125.9
Pima	8,943	19,000	112.5
Pinal	7,935	16,300	105.4
Santa Cruz	7,948	16,155	103.3
Yavapai	7,405	15,344	107.2
Yuma	8,188	15,022	83.5

Initially, it might appear that the increase in median family income has been substantial during the 1970s. But when compared to the increase in inflation during that period, the improvement diminishes. During this period in which median family income rose 107 percent, inflation in the Phoenix metropolitan area was 106.5 percent. And nationally during that same period inflation was 98.0 percent. So although family incomes have been on the rise, almost all of the increase can be attributed to inflation.

Finally, the level of income in each county reflects the economic structure of that county. In Maricopa and Pima counties, the dominant position of manufacturing and construction with their relatively high wages have combined to keep both per capita and median family incomes high. Meanwhile in Apache and Navajo counties where reservations account for 62 percent and 66 percent of the land area respectively, the serious lack of job opportunities keeps their ranking at or near the bottom. But because the nonmetropolitan counties account for only a small percentage of the state's economic activity, the statewide figures follow very closely movements in the Phoenix and Tucson areas.

- - - Dan Anderson

LMI PUBLICATIONS

Occupational Spotlights are career pamphlets that profile the types of jobs, qualifications, employment outlook, and wages in topic occupational groups. Revised issues are now available for careers in sales, accounting, driving, food service, mechanics, and electronics production.

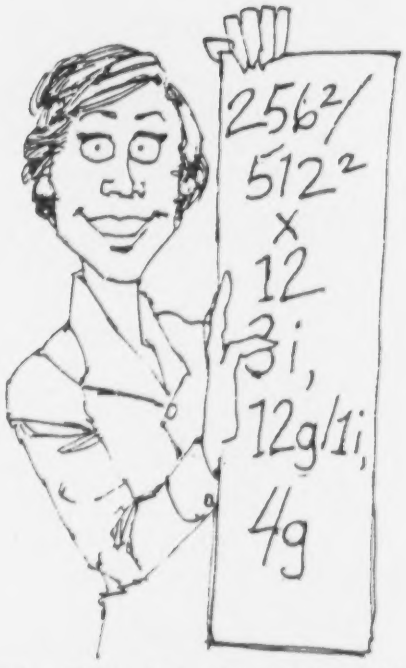
Job Service explains the services that the public employment agencies offer to job seekers, as well as how to approach your visit to a Job Service office. A complete, current list of Job Service offices in the state is also included.

Job Leads--Where to Look points out the various sources of employment that should be explored in a job search and explains which are the most effective job leads.

A single copy of the above LMI publications may be obtained by writing: Labor Market Information Publications - 733A, P. O. Box 6123, Phoenix, Arizona 85005.

DATA + PEOPLE + THINGS = JOBS

Career analysts and counselors spend a lot of time rattling off occupations they consider to be in demand. The Dictionary of Occupational Titles (D.O.T.) fills their lexicon as they classify and reclassify job after job. It is a ZIP Code hater's nightmare since the D.O.T. became dissatisfied with a six-digit classification code. Now each job is tagged with nine digits. Secretaries could never be adequately described as an 201.162. After all, we have social secretaries (201.162-010), medical secretaries (201.362-014), membership secretaries (201.362-018), . . . well, need we continue?



But all those numbers mean something special about the job it represents. Nine numbers take a universe of 20,000 jobs and label it in a unique way to identify each job with its own special code that relates logically to every other job in the system.

For example, observe how medical secretary can be disected.

2 _ _.___-___ = Clerical and Sales Occupations
20_.___-___ = Stenography, typing, filing, and related occupations
201.___-___ = Secretaries
201.362-014 = Medical Secretary

The first three digits focused-in on the secretaries group, and the last three digits distinguish the type of secretary we are talking about. But what about the middle three digits? They tell us specifically how a worker with this job title functions with data, people, and things. In other words, they tell us what a worker does on the job.

Every job requires a worker to somehow relate to data, people, and things. The middle three digits attempt to identify the degree to which each job requires a worker to do so. The lower the number is, the more complex is the responsibility and judgment exercised by the worker.

Data (4th Digit)

0 - Synthesizing
1 - Coordinating
2 - Analyzing
3 - Compiling
4 - Computing
5 - Copying
6 - Comparing

People (5th Digit)

0 - Mentoring
1 - Negotiating
2 - Instructing
3 - Supervising
4 - Diverting
5 - Persuading
6 - Speaking-Signaling
7 - Serving
8 - Taking Instructions-Helping

Things (6th Digit)

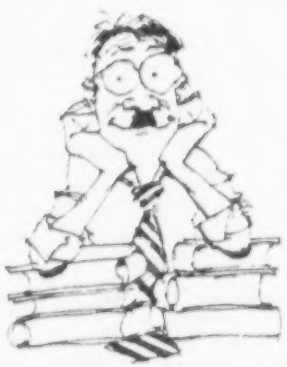
0 - Setting Up
1 - Precision Working
2 - Operating-Controlling
3 - Driving-Operating
4 - Manipulating
5 - Tending
6 - Feeding-Offbearing
7 - Handling

Take our medical secretary example again. The middle three digits (362) tell us that this occupation requires the worker to "compile" data, "speak-and-signal" people and "operate-and-control" things. Not only does a medical secretary need to operate at these three levels of judgment and responsibility, it is also assumed that the worker can perform any higher numbered function listed in each of the three categories. That means a medical secretary should also be able to "compute, copy, and compare" data; "serve and take instructions from or help" people; and, "drive/operate, manipulate, tend, feed and handle" things.

By using the middle three digits as a guide to a worker's skill level, we should be able to determine what other types of jobs this worker would be capable of performing. A competent medical secretary, with the proper training or education, should be able to work successfully as a biological photographer (143.362-010), radio dispatcher (379.362-010), furnace operator (512.362-010), needle-felt-making machine operator (689.362-010), or communications technician (962.362-010). Within the clerical field, a medical secretary should be able to transfer into a variety of jobs--clerk typist (203.362-010), terminal-system operator (203.362-018), hospital-admitting clerk (205.362-018), credit-reference clerk (209.362-018), or insurance clerk (214.362-022).

How can this coding system be useful? There is much discussion about displaced or laid-off workers who lose jobs because of advancements in technology or seasonal fluctuations in an industry. Copper miners, automobile-assembly-line workers, and construction workers fall into this group. Employment counselors should see if they can use the middle three digits as a guide to future employment opportunities. For example, a miner (939.281-010) may be qualified for or, trained for a job as, an inspector of assemblies and installations in the aircraft-aerospace industry (806.281-022), or a hand carver in a furniture or planing mill (761.281-010), a gun examiner in the firearms industry (736.281-010), or a gemologist (199.281-010).

These three little digits can also tell a counselor or worker whether a person would be bored or unhappy in a career change. A head waiter in a hotel restaurant (311.137-022) might be unhappy if he was transferred into a job as a hotel clerk (238.362-010). He would be performing far simpler data tasks and have less authority with people. He'd have to do more complex activities with things. On the other hand, he might work out well in a transfer into the job as the reservations manager (238.137-010). He'd still have his supervisory status and be in charge of a coordinating activity while not being burdened with working a lot with physical things.



Another example can be drawn from a child welfare caseworker (195.107-014) who becomes "burned out" on the job and seeks a career change. If it was the close interaction with people that has finally gotten to her, she should consider raising the level of her "people" digit. Maybe she'd be happier as a director in a youth camp (195.167-018) where she'd still be operating in her same field and on the same level in regards to data and things, but her dealings with people would be on a less complex level.

So whether you preferred the old six-digit D.O.T. code or the new nine-digit one, at least the 4th, 5th, and 6th digits are a common indicator. More use should be made of these three digits by counselors and job seekers alike. They tell you more about a job than just its title.

- - - Margaret Coulter

CENSUS CLASSIFICATIONS - HISPANICS

Since the 1980 census population figures have been released, there has been much confusion among users of census data regarding the breakup of the Hispanic population. The purpose of this article is to eliminate any confusion in interpreting the data.

One common misunderstanding among some census users is that they consider the Hispanics as a race. The term Hispanic refers to an ethnic group, not a race. For example, white and black refer to races, while German and Hispanic indicate ethnic groups. Thus, every individual has these two characteristics. A person can be described as being a member of a particular ethnic group and a particular race.

Differences between 1980 and 1970 census counts by race seriously affect the comparability for some racial groups. First, many Hispanics reported their race differently in the 1980 census than in the 1970 census. When answering the question about race, a much larger percentage of the Hispanics reported their race as "Other" in the 1980 census than in the 1970 census. In 1970, the majority of Hispanics were recorded in the "White" category, and any Hispanics who marked the "Other" race category were reclassified as "White." In 1980, however, such persons were not reclassified but remained in the "Other" category. As a result of this change and the difference in reporting by the Hispanic population, the proportion of the Hispanic population classified as "Other" in the 1980 census was much higher than that in the 1970 census. As a consequence of these differences, 1980 population totals for "White" and "Other" are not comparable with the 1970 figures.

The table below illustrates the types of breakdowns available in the 1980 census. The terms "Other" and "Remaining Races" are interchangeable. Notice, for example, that "White" includes both whites and Hispanics who considered themselves white. The same holds true for the other races. Notice also that of the 227,700 individuals in "Remaining Races," 215,674 were of Hispanic descent.

If after reading this article, and studying the breakdowns in the table you are still confused, call 255-3871 for assistance.

- - - Fred Ninotti

Arizona Population, 1980	Number	Percent
Population by Race, including Hispanics	2,718,215	100.0
White	2,240,761	82.4
Black	74,977	2.8
Native American	152,748	5.6
Asian and Pacific Islander	22,032	0.8
Remaining Races	227,700	8.4
Population by Race, excluding Hispanics	2,277,514	100.0
White, not Hispanic	2,026,262	89.0
Black, not Hispanic	73,245	3.2
Nat Amer and Asian/Pac Isl, not Hisp	165,981	7.3
Remaining Races, not Hispanic	12,026	0.5
Population by Origin, including all races	2,718,215	100.0
Hispanic	440,701	16.2
Mexican	396,410	14.6
Puerto Rican	4,048	0.1
Cuban	1,071	-
Other Hispanic	39,172	1.4
Hispanic by Race	440,701	100.0
White	214,499	48.7
Black	1,732	0.4
Native American and Asian/Pac Isl	8,796	2.0
Remaining Races	215,674	48.9

BOOM OR BUST?

It is no secret that many occupations are growing rapidly in size while others are declining. The degree of the growth of the booming occupations is outlined in a recent article in the Monthly Labor Review, "Occupational Winners and Losers: Who They Were During 1972-80." The article states that the bulk of the job growth between 1972 and 1980 occurred in just 20 occupations that added 200,000 or more workers during the period.

The following is a list of the occupations with the largest absolute increase in employment between 1972 and 1980 in the United States:

Occupation	Employment Increase Number	Percent
Secretary	927,000	31.4
Cashier	556,000	55.7
Registered Nurse	501,000	62.5
Cook	465,000	53.7
Truck Driver	403,000	28.0
Accountant	333,000	46.5
Engineer	331,000	30.0
Computer and Peripheral Machine Operator	326,000	166.3
Bookkeeper	320,000	20.2
Computer Specialist	311,000	113.9
Waiter/Waitress	292,000	26.0
Engineering and Science Technician	267,000	32.2
Building Interior Cleaner, Excluding Janitor and Sexton	264,000	39.5
Health Technologist	256,000	81.3
Heavy Equipment Mechanic	249,000	34.9
Bank Teller	243,000	84.4
Real Estate Agent and Broker	233,000	66.8
Lawyer	219,000	72.3
Sales Representative, Wholesale	219,000	31.5
Stockhandler	218,000	30.2

The following is a list of occupations that declined by at least 60,000:

Occupation	Employment Decrease Number	Percent
Delivery and Route Worker	-308,000	-34.5
Cleaner and Servant	-222,000	-31.1
Farm Owner and Tenant Farmer	-211,000	-31.1
Farm Laborer, Unpaid Family Worker	-171,000	-37.6
Garage Worker and Gas Station Attendant	-165,000	-32.9
Sewer and Stitcher	-148,000	-15.8
Child-Care Worker	-112,000	-20.6
Textile Operative	-101,000	-23.8
Telephone Operator	- 76,000	-19.4
Stenographer	- 61,000	-48.8

	ARIZONA				
	Nov.* 1982	Oct. 1982	Nov. 1981	-- Amt Change -- Oct. to Nov.	1981 to 1982
TOTAL CIVILIAN LABOR FORCE	1335.9	1326.5	1288.1	+9.4	+47.8
Total Unemployment	134.3	131.9	81.9	+2.4	+52.4
Rate	10.1	9.9	6.4	---	---
Rate (Sea. Adj.)**	10.3	10.2	6.5	---	---
Total Employment	1201.6	1194.6	1206.2	+7.0	-4.6

THE ABOVE LABOR FORCE STATISTICS SHOU

NONAGRICULTURAL WAGE AND SALARY EMPLOYMENT BY PLACE OF WORK

TOTAL WAGE AND SALARY	1039.6	1033.2	1055.5	+6.4	-15.9
Manufacturing	148.3	149.4	160.0	-1.1	-11.7
Durable Goods	115.3	116.3	124.8	-1.0	-9.5
Stone, Clay and Glass	4.8	4.8	5.4	+0.0	-0.6
Primary and Fabricated Metals	14.4	14.5	17.1	-0.1	-2.7
Primary Metals	7.0	7.2	9.2	-0.2	-2.2
Fabricated Metals	7.4	7.3	7.9	+0.1	-0.5
Machinery	59.8	60.6	63.2	-0.8	-3.4
Other Durable Goods	36.3	36.4	39.1	-0.1	-2.8
Aircraft and Missiles	16.7	16.6	18.1	+0.1	-1.4
Lumber and Wood Products (Except Furniture)	5.3	5.4	5.8	-0.1	-0.5
All Other Durable Goods	14.3	14.4	15.2	-0.1	-0.9
Nondurable Goods	33.0	33.1	35.2	-0.1	-2.2
Food and Kindred Products	8.6	8.8	9.1	-0.2	-0.5
Apparel	4.7	4.6	5.5	+0.1	-0.8
Printing and Publishing	11.5	11.6	11.3	-0.1	+0.2
All Other Nondurable Goods	8.2	8.1	9.3	+0.1	-1.1
Mining and Quarrying	15.6	15.2	25.0	+0.4	-9.4
Copper Mining	12.8	12.4	21.9	+0.4	-9.1
Other Mining and Quarrying	2.8	2.8	3.1	+0.0	-0.3
Construction	60.8	60.4	66.0	+0.4	-5.2
Trans., Communications, and Public Utilities	55.0	54.8	54.9	+0.2	+0.1
Transportation	22.9	22.7	23.8	+0.2	-0.9
Communications and Public Utilities	32.1	32.1	31.1	+0.0	+1.0
Trade	263.8	259.6	261.5	+4.2	+2.3
Wholesale Trade	53.1	52.6	53.2	+0.5	-0.1
Retail Trade	210.7	207.0	208.3	+3.7	+2.4
General Merchandise and Apparel	38.4	36.3	40.3	+2.1	-1.9
Food Stores	33.4	32.9	33.0	+0.5	+0.4
Automotive and Service Stations	24.4	24.5	24.6	-0.1	-0.2
Eating and Drinking Places	73.2	72.7	69.7	+0.5	+3.5
Other Retail Trade	41.3	40.6	40.7	+0.7	+0.6
Finance, Insurance, and Real Estate	61.7	61.7	62.5	+0.0	-0.8
Services and Miscellaneous	223.1	222.1	219.3	+1.0	+3.8
Hotels and Other Lodging Places	23.6	23.2	23.6	+0.4	+0.0
Business Services	38.7	38.5	38.4	+0.2	+0.3
Health Services	61.0	60.7	58.5	+0.3	+2.5
Other Services	99.8	99.7	98.8	+0.1	+1.0
Government	211.3	210.0	206.3	+1.3	+5.0
Federal	38.8	38.9	38.3	-0.1	+0.5
State and Local	172.5	171.1	168.0	+1.4	+4.5
School	106.6	105.6	102.0	+1.0	+4.6

* Preliminary
** Normal seasonal variations have been eliminated to reflect underlying economic trends.
NOTE--Data has been adjusted to the 1972 Standard Industrial Classifications (SIC).

MARICOPA COUNTY					PIMA COUNTY				
			-- Amt Change --					-- Amt Change --	
Nov.* 1982	Oct. 1982	Nov. 1981	Oct. to Nov.	1981 to 1982	Nov.* 1982	Oct. 1982	Nov. 1981	Oct. to Nov.	1981 to 1982
813.8	807.0	789.0	+6.8	+24.8	248.7	246.0	234.2	+2.7	+14.5
66.2	64.4	41.4	+1.8	+24.8	24.6	23.9	13.5	+0.7	+11.1
8.1	8.0	5.2	---	---	9.9	9.7	5.8	---	---
8.3	8.2	5.4	---	---	10.0	9.8	5.8	---	---
747.6	742.6	747.6	+5.0	+0.0	224.1	222.1	220.7	+2.0	+3.4

NOT BE USED FOR REVENUE SHARING PURPOSES.

NONAGRICULTURAL WAGE AND SALARY EMPLOYMENT BY PLACE OF WORK

659.6	654.9	667.0	+4.7	-7.4	193.1	191.4	192.3	+1.7	+0.8
107.1	107.9	116.3	-0.8	-9.2	25.0	24.9	24.5	+0.1	+0.5
85.5	86.5	93.3	-1.0	-7.8	20.1	20.0	19.6	+0.1	+0.5
2.9	2.9	3.4	+0.0	-0.5					
9.7	9.7	10.9	+0.0	-1.2					
47.8	48.7	51.7	-0.9	-3.9					
25.1	25.2	27.3	-0.1	-2.2					
21.6	21.4	23.0	+0.2	-1.4	4.9	4.9	4.9	+0.0	+0.0
5.7	5.5	6.1	+0.2	-0.4					
2.2	2.3	2.8	-0.1	-0.6					
8.4	8.4	8.2	+0.0	+0.2					
5.3	5.2	5.9	+0.1	-0.6					
0.5	0.5	0.4	+0.0	+0.1	3.8	3.9	7.6	-0.1	-3.8
40.9	40.5	45.6	+0.4	-4.7	11.6	11.4	11.3	+0.2	+0.3
34.2	34.0	33.7	+0.2	+0.5	8.8	8.9	9.0	-0.1	-0.2
14.9	14.8	15.3	+0.1	-0.4	3.5	3.6	3.7	-0.1	-0.2
19.3	19.2	18.4	+0.1	+0.9	5.3	5.3	5.3	+0.0	+0.0
176.0	173.0	175.0	+3.0	+1.0	44.1	43.6	43.3	+0.5	+0.8
41.9	41.6	42.4	+0.3	-0.5	5.7	5.7	5.9	+0.0	-0.2
134.1	131.4	132.6	+2.7	+1.5	38.4	37.9	37.4	+0.5	+1.0
23.9	22.8	25.7	+1.1	-1.8	7.9	7.5	7.6	+0.4	+0.3
21.5	21.1	21.1	+0.4	+0.4	5.3	5.3	5.3	+0.0	+0.0
14.8	14.8	14.6	+0.0	+0.2	4.2	4.2	4.4	+0.0	-0.2
46.3	45.7	43.6	+0.6	+2.7	12.8	12.9	12.6	-0.1	+0.2
27.6	27.0	27.6	+0.6	+0.0	8.2	8.0	7.5	+0.2	+0.7
47.4	47.5	48.4	-0.1	-1.0	9.2	9.1	8.9	+0.1	+0.3
147.8	146.9	144.3	+0.9	+3.5	43.1	42.6	42.5	+0.5	+0.6
14.5	14.0	13.9	+0.5	+0.6	2.5	2.4	2.9	+0.1	-0.4
31.0	30.9	30.8	+0.1	+0.2	6.3	6.2	6.1	+0.1	+0.2
41.1	40.9	39.2	+0.2	+1.9	12.8	12.7	12.4	+0.1	+0.4
61.2	61.1	60.4	+0.1	+0.8	21.5	21.3	21.1	+0.2	+0.4
105.7	104.6	103.3	+1.1	+2.4	47.5	47.0	45.2	+0.5	+2.3

-- Prepared by Labor Market Information, Research and Analysis (CPS-MOD, 1/82)

Nonmetropolitan Counties Labor Force and Employment

November 1982 (preliminary)

	Apache	Cochise	Coconino	Gila	Graham	Greenlee
TOTAL CIVILIAN LABOR FORCE*.	15,850	28,725	35,550	18,175	9,125	3,825
Total Unemployment	3,375	3,625	3,525	6,150	2,050	700
Rate	21.3%	12.6%	9.9%	33.8%	22.5%	18.3%
Rate (Seas. Adj.)**. . . .	21.4%	12.7%	10.6%	33.6%	23.1%	18.2%
Total Employment	12,475	25,100	32,025	12,025	7,075	3,125
THE ABOVE LABOR FORCE STATISTICS SHOULD NOT BE USED FOR REVENUE SHARING PURPOSES						
TOTAL WAGE AND SALARY . . .	13,125	20,775	30,675	9,875	4,475	3,050
Manufacturing	500	1,550	2,200	1,375	125	300
Mining and Quarrying	50	325	50	1,600	50	1,725
Construction	1,025	575	900	250	200	25
Trans., Comm., & Pub. Util..	1,725	1,525	2,200	325	150	75
Trade	1,050	4,000	7,525	1,850	1,425	225
Fin., Insur., & Real Estate.	125	550	750	225	125	50
Services and Miscellaneous .	3,600	2,325	7,100	1,725	650	125
Government	5,050	9,925	9,950	2,525	1,750	525

	Mohave	Navajo	Pinal	Santa Cruz	Yavapai	Yuma
TOTAL CIVILIAN LABOR FORCE*.	22,850	23,950	33,850	9,900	31,800	39,800
Total Unemployment	3,700	4,175	5,600	2,400	3,025	5,125
Rate	16.2%	17.4%	16.5%	24.2%	9.5%	12.9%
Rate (Seas. Adj.)**. . . .	16.9%	17.6%	17.3%	22.7%	9.7%	14.3%
Total Employment	19,150	19,775	28,250	7,500	28,775	34,675
THE ABOVE LABOR FORCE STATISTICS SHOULD NOT BE USED FOR REVENUE SHARING PURPOSES						
TOTAL WAGE AND SALARY . . .	14,950	15,725	24,300	7,575	17,675	24,800
Manufacturing	1,950	1,425	2,725	775	1,675	1,550
Mining and Quarrying	200	1,150	5,075	25	1,025	50
Construction	875	450	500	250	1,050	2,150
Trans., Comm., & Pub. Util..	875	1,650	1,075	500	875	1,050
Trade	4,675	3,275	3,775	3,250	4,425	8,300
Fin., Insur., & Real Estate.	675	300	525	250	725	825
Services and Miscellaneous .	2,700	3,300	2,050	975	3,350	4,350
Government	3,000	4,175	8,575	1,550	4,550	6,525

*Adjusted to the Current Population Survey (CPS) to reflect place of residence.
** Seasonal adjustment not applicable for revenue sharing purposes.

NOTE--Data have been adjusted to the 1972 Standard Industrial Classifications (SIC). Annual averages may not add due to rounding.

Arizona Labor Force and Employment for Revenue Sharing and Grant Applications

November 1982 (preliminary)

County	Civilian Labor Force	Employment	Unemployment	Rate
Statewide	1,355,216	1,214,178	141,038	10.4%
Apache	16,136	12,594	3,542	22.0
Cochise	29,116	25,306	3,810	13.1
Coconino	35,998	32,291	3,707	10.3
Gila	18,586	12,126	6,460	34.8
Graham	9,279	7,126	2,153	23.2
Greenlee	3,881	3,138	743	19.1
Maricopa	823,658	754,105	69,553	8.4
Mohave	23,210	19,327	3,883	16.7
Navajo	24,341	19,957	4,384	18.0
Pima	253,979	228,126	25,853	10.2
Pinal	34,388	28,503	5,885	17.1
Santa Cruz	10,074	7,551	2,523	25.0
Yavapai	32,213	29,046	3,167	9.8
Yuma	40,357	34,982	5,375	13.3

Data have been adjusted to the 1972 Standard Industrial Classification (SIC). These figures are the only official BLS labor statistics to be used for revenue sharing purposes. They are not designed to be used as economic indicators.

Estimated Hours and Earnings of Production Workers in Selected Industries in Arizona

INDUSTRY	AVERAGE WEEKLY EARNINGS			AVERAGE WEEKLY HOURS			AVG. HOURLY EARNINGS		
	NOV.* 1982	OCT. 1982	NOV. 1981	NOV.* 1982	OCT. 1982	NOV. 1981	NOV.* 1982	OCT. 1982	NOV. 1981
FOR THE STATE OF ARIZONA*									
Manufacturing	338.82	334.18	332.33	38.9	38.5	39.8	8.71	8.68	8.35
Aircraft & Missiles	474.18	452.35	469.57	42.0	41.5	43.6	11.29	10.90	10.77
Food & Kindred Products	317.12	317.12	286.20	40.5	40.5	42.4	7.83	7.83	6.75
Primary Metals	464.79	436.45	473.80	38.7	36.1	40.6	12.01	12.09	11.67
Machinery	314.82	298.40	272.76	39.5	37.3	38.8	7.97	8.00	7.03
Copper Mining	516.10	485.58	508.31	39.7	36.4	40.6	13.00	13.34	12.52
Construction	453.39	461.10	463.11	34.4	35.8	35.9	13.18	12.88	12.90
Utilities	461.20	461.20	443.83	41.7	41.7	43.9	11.06	11.06	10.11
Retail Trade**	223.42	210.80	205.46	34.8	34.0	33.3	6.42	6.20	6.17
Wholesale Trade	326.10	326.10	322.55	38.5	38.5	41.3	8.47	8.47	7.81

* Preliminary

** Excludes eating and drinking places.

NOTE--These estimates are based on a sample of full and part-time production and related employees whose payroll and hours are reported for the pay period which includes the 12th of the month. All data has been adjusted to the 1972 Standard Industrial Classifications (SIC).

--Prepared by Labor Market Information, Research and Analysis (1972 SIC, 1/82)